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ABSTRACT

The report includes a review of the State Board of Education's benchmarks during the last 30 years and describes the policy development of seven institutional effectiveness measures. Progress reports from each of the major areas served by Alabama's community, junior and technical colleges are covered, including: occupational, vocational and career education; college and university transfer programs; and business and industry development training. The role of this college system in providing labor force training is also examined, specifically in the context of pertinent federal and state legislation including the Carl D. Perkin's Vocational and Applied Technology Act, an articulation bill for general studies transfer qualifications, and the Goals 2000 Educate America Act. The system's seven-point student services counseling model, and the Alabama College System's Student Tracking Placement and Follow-Up Plan pilot programs are described as two ways to promote student retention and institutional research. A list of businesses that have partnered with the system is included, and an index of college locations, addresses and presidents is listed. Testimonial statements and anecdotes from several students, graduates, staff and faculty frame the report. (VF)

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ED 430 620

THE ALABAMA COLLEGE SYSTEM

EDUCATING ALABAMA'S WORK FORCE

One by One

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CHANCELLOR'S ANNUAL REPORT
1994-1995
30TH ANNIVERSARY EDITION

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One by One

Then...1963

Now...1994

VICTOR P. POOLE

The 30th anniversary edition of the Chancellor's Annual Report is dedicated to Victor P. Poole. Mr. Poole was initially appointed to the Alabama State Board of Education in 1963. During more than three consecutive decades of service on the Alabama State Board of Education, Mr. Poole has nurtured the growth and development of The Alabama College System through sound decision making, exemplary leadership and an unwavering commitment to the people of Alabama.

The Chancellor's Message

Alabama's community, junior and technical colleges were created in 1963 by the Alabama Legislature to provide quality, accessible education responsive to individual, community and state needs. Through 150 community-based academic transfer and occupational/vocational education programs, Alabama's public two-year colleges have fulfilled this mission by providing over one million Alabamians with the knowledge and skills needed to secure meaningful employment.

Educating Alabama's work force is an investment in the state's economic well-being that is paying tremendous dividends. College, employee and student expenditures annually have a $3.8 billion impact on the state's economy. However, the 100,000 students served annually by the state's 31 two-year colleges and Athens State College substantially increase The Alabama College System's economic impact as these students enter the work force and become taxpaying citizens, and as experienced workers are retrained and empowered with the ability to improve their income.

Fred Gainous, Chancellor

For three decades, public two-year colleges have been making a positive difference in the lives of Alabamians, one by one. Our open door admissions policy, affordable tuition and accessible locations provide all Alabamians with the opportunity to improve their lives, and provide all businesses and industries with the opportunity to increase productivity and profits through quality postsecondary education and training.

This 30th anniversary edition of the Chancellor's Annual Report features the success stories of some of these students. They are Alabamians who got their start at a two-year college who, in some instances, overcame financial, educational or personal adversity; academic deficiencies; or fear of college and became contributing members of society as a result of their two-year college education.

Each of these student success stories represents countless others common to The Alabama College System. One person at a time, Alabama's public two-year colleges are making a positive difference in the lives of Alabamians, through quality, accessible education with a clear purpose--meaningful employment!

JODY COBB
Alabama Aviation and Technical College

A mother of six and former cotton mill and assembly line worker and waitress, Jody Cobb was recognized as the college's outstanding student for 1993-94 after graduating with her A.A.S. in aviation maintenance technology. "It was very difficult to get through school," she says, "but everyone pitched in at home." Now, with her degree and new skills, Ms. Cobb is an aircraft sheetmetal mechanic for Dyncorp at Fort Rucker, working on the Army's newest training helicopter.

ROSIE DUNKLIN
Alabama Industrial Development Training

Rosie Dunklin had worked for over nine years at a textile plant as a spinner when she was accepted in Alabama Industrial Development Training's pre-employment program at LaBour Pumps. Ms. Dunklin was the first woman machinist hired at LaBour. "Most of the men had at least some experience in the machine shop, but the women didn't. I tell the women that they can do the work too, if they give it their best," she says.

MERLINE ROCKER
Alabama Southern Community College

Life became extremely busy for Merline Rocker, mother of six children, when she decided to attend classes full-time at Alabama Southern Community College. With her family's support, she graduated from the college and now commutes to the University of Mobile, where she is working toward a degree in early childhood education. "I can truthfully say that my dream for me and my dreams for my children began at Alabama Southern Community College," she says.

The State Board of Education's Leadership

The growth and evolution of The Alabama College System over the past 30 years have been guided by the members of the Alabama State Board of Education, which serves as the Board of Trustees for Alabama's community, junior and technical colleges. The system is governed by an elected Board with over 80 years of experience, and a collective vision, wisdom and expertise which have resulted in the formation of a comprehensive two-year college system focused on institutional effectiveness and responsiveness to society's changing needs.

Consolidation/merger and redesignation of Alabama's community, junior and technical colleges as comprehensive community colleges have reduced the number of two-year institutions from 43 to 31 and, through institutional mission changes and enhancement of academic and occupational programs, have resulted in the formation of 20 community colleges in Alabama that provide a broad base of educational opportunities in keeping with national standards.

The Board approves a consolidation/merger or redesignation after a study of the ways in which such action will improve the quality of and access to postsecondary educational opportunities for citizens.

Jim Folsom
President and Governor,
State of Alabama
Cullman, Alabama
Term of Office:
1993-94

Dan Clecker
District III
Childersburg, Alabama
Term of Office:
1991-95

Bettye Fine Collins
District VI
Birmingham, Alabama
Term of Office:
1991-95

John M. Tyson Jr.
District I
Mobile, Alabama
Terms of Office:
1981-85, 1985-87, 1987-91, 1991-95

Ethel Harris Hall
Vice President
District IV
Fairfield, Alabama
Terms of Office:
1987-91, 1991-95

Victor P. Poole
District VII
Moundville, Alabama
Terms of Office:
1963-1995

Steadman S. Shealy, Jr.
District II
Dothan, Alabama
Terms of Office:
1987-91, 1991-95

Willie James Paul
District V
Montgomery, Alabama
Terms of Office:
1987-91, 1991-95

Tazewell Shepard
District VIII
Huntsville, Alabama
Term of Office:
1991-95

Consolidation and mergers have enabled the newly-created community colleges to eliminate unwarranted program duplication, to reduce competition among campuses in the same area and to reposition themselves financially through economies of scale. The process permits a redirection of resources to enhance instruction and learning.

Other milestone achievements under this Board's leadership include Governor Jim Folsom's historic signing of the articulation bill (H. 505 94-202) on March 17, 1994. The law guarantees the transfer of courses from public two-year colleges to public four-year universities. When fully implemented in September 1998, it will result in an articulated statewide freshman- and sophomore-level general studies curriculum for all public colleges and universities in the state.

This emphasis on assessment of each college's effectiveness also resulted in the Board's adoption this year of seven institutional effectiveness measures. This policy directive, developed with the help of the Presidents' Policy Committee, charts systemwide priorities for educating Alabama's workforce:

- College preparatory instruction is mandatory for students who score below the standard placement scores established by the college and approved by the Chancellor.

- Each college in The Alabama College System shall require students to take a placement examination upon admission to the college and prior to enrollment in an associate degree or college-level certificate or diploma program and/or course.

- The programs of each college shall undergo systemwide program review. Each major program shall be reviewed at least once every five years or more often if deemed appropriate.

- Every college instructor and staff member will be evaluated at least annually by a supervisor with appropriate education and experience.

- Each college shall develop a three-year institutional management plan.

- Each college is required to provide placement services to help graduates and program completers find employment and/or enroll for further education.

- The Chancellor shall define and establish a core of general education courses for each formal award authorized by the State Board of Education.

Institutional effectiveness measures in The Alabama College System also embrace nondiscriminatory employment practices. The Board has focused attention on its commitment to equal access and opportunities for students, administrators, faculty and staff, and its commitment to diversifying the system's ethnic leadership through adoption of six value statements. The value statements emphasize the Board's belief in the inherent value, worth and dignity of all individuals; the Board's desire that all two-year colleges be culturally and ethnically diverse; and the Board's belief that every individual is entitled to fair and equitable employment opportunities. The value statements encourage all qualified individuals to seek employment in the two-year system, and direct each college to create a work environment free from anxiety and fear of mistreatment based on cultural, ethnic or social differences.

In addition, the Board continues to provide systemwide leadership in effecting compliance with a partial consent decree addressing the issue of racial and gender discrimination in employment. The partial consent decree provides that no employee or applicant for employment or promotion in The Alabama College System will be discriminated against on the basis of race, color or gender, and that persons participating in selection procedures for professional employees must take every action necessary to foster the equal and effective participation of blacks and women in the personnel decision making process. Specific goals relating to the employment and recruitment of black persons and women in the two-year college system and timelines for making a good faith effort to attain the goals have been established.

The members of the Alabama State Board of Education are committed to strengthening The Alabama College System's tradition of sensitivity and responsiveness to individual, community and state needs. Acting upon that commitment, Alabama's community, junior and technical colleges have become effective facilitators of local and statewide economic progress.

The Alabama College System Measures Up to the Needs of the Changing Work Force

Appropriate work force skills are essential to a better quality of life in Alabama and the development of a globally competitive economy. Higher expectations in the job market, especially the demand for advanced basic skills and technological sophistication, make community, junior and technical colleges Alabama's best resource for addressing current and future work force needs.

As the role of public two-year colleges has become increasingly prominent in a technologically sophisticated economy, so has the demand for institutional effectiveness. Alabama's community and junior colleges are accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS), the regional accrediting agency for colleges in the Southeast. SACS has long championed outcomes-oriented accreditation that assesses quality in terms of student learning and success and, in particular, addresses the impact that each college has on individual students and the community it serves. These standards, which are required of all accredited institutions, match results to goals, performance to purpose, workplace expectations to instruction and learning and evaluation to planning.

Institutional planning for effectiveness has been an ongoing priority in The Alabama College System for nearly a decade. Developed in three-year planning cycles, each college's management plan comprehensively charts short-term and long-range effectiveness, in keeping with SACS criteria. The management plans address every aspect of each college's unique character and its service area. Elements common to each plan are instructional programs, student services, public relations, economic development activities, community services, management information systems, personnel, facilities, administration, outcomes assessment and exemplary programs, services and projects. Added to the plans this year is an institution-wide evaluation of effectiveness (outcomes assessment), which will help each college refine and improve its impact in the next implementation cycle. The colleges annually submit their plans to the Department of Postsecondary Education for additional evaluation, input and review.

Instructional program review is a three-step process established to ensure program viability based on market demand. A review of major programs will begin in 1995 and will be conducted at least once every five years, or more often if deemed necessary. The first review is sta-

MELISA GEORGE
Athens State College

Melisa George is a high school dropout who completed her GED, graduated from Calhoun State Community College and entered Athens State College. She is a senior at Athens State College majoring in business administration and she plans to enter law school. She is married, works full-time, participates in student activities and has won numerous honors, both academic and social. Ms. George says she owes her success to the two-year college system.

MICHAEL BEER
Ayers State Technical College

Michael Beer, a graduate of Ayers State Technical College's radio and television repair program, has overcome a hearing impairment to achieve success in his chosen field. Mr. Beer has worked for the Visual Media Branch at Fort McClellan's Training Service Center for eight years. Mr. Beer has received several awards for his work, including the Commander's Award for Civilian Service in recognition for being named Fort McClellan's Disabled Employee of the Year.

JERRY ALLRED
Bessemer State Technical College

Because of an automobile accident in high school, Jerry Allred is confined to a wheelchair. He was resigned to low paying jobs until last year when he graduated from Bessemer State Technical College's computer science program. Today, Mr. Allred is a computer programmer for SouthTrust Bank in Birmingham. As a member of a conversion team, he assists the bank with expansion throughout the South.

tistically driven, the second studies program quality and the third targets review of specific programs based on the findings at the first two levels.

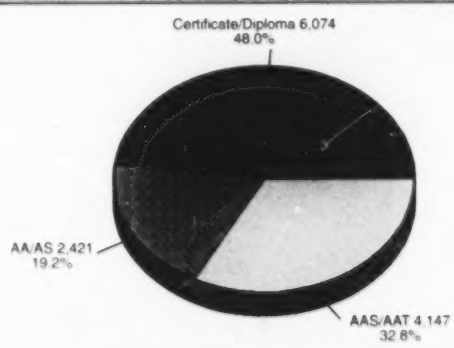
Central to the planning and evaluation process for effectiveness is The Alabama College System's mission. The system's mission to provide high-quality educational opportunities and services responsive to individual, community and state needs is the driving force behind all strategies for effectiveness. The extent to which the two-year colleges fulfill this mission determines the degree of effectiveness.

College/University Transfer Programs

Opportunities for study in associate degree programs include the first two years of the basics required for literally every career field. Forty-seven percent of The Alabama College System's students annually enroll in university parallel programs of study. According to research conducted by state universities, two-year college transfer students do as well as, or better than, the four-year institutions' own students.

Passage of the articulation bill in March 1994 provides for several important improvements in transfer education. An Articulation and General Studies Committee consisting of representatives of two-year colleges and four-year universities will develop by September 1, 1998, a statewide freshman- and sophomore-level general studies curriculum to be taken at all colleges and universities. The general studies curriculum will guide the committee's development of a statewide articulation agreement, which will guarantee the transfer of freshman and sophomore credits among all public institutions of higher education in

Alabama Community, Junior and Technical Colleges 1993-94 Awards Conferred



Source: 1993-94 IPEDS Completions Reports

SHANE WATKINS
Bevill State Community College

Shane Watkins is visually impaired, but his disability has not kept him from succeeding in a college environment. Mr. Watkins' plans are to obtain an associate degree in secondary education at Bevill State Community College. He hopes to transfer to the University of Alabama and complete a bachelor's degree. Ultimately, he has expressed an interest in teaching other visually impaired students in the area of computers.

MARY SCOTT
Bishop State Community College

Twenty-five years after dropping out of college, Mary Scott decided to enroll at Bishop State Community College. She became the outstanding social science student of the year and was Miss Phi Theta Kappa in 1990. After receiving an associate of science degree in 1990, she entered the University of Alabama and earned a bachelor's degree in social work in 1992. She received a master of social work degree from Columbia University in July 1993.

VENESSA EDMONDS
Calhoun State Community College

Venessa Edmonds, educational development counselor with the University of Michigan's Saginaw Division in Athens, Alabama, is a graduate of Calhoun State Community College. She says, "My experiences were very positive ones. I am most appreciative of the qualified and concerned faculty. I also remember the college as an institution that allowed me to enhance and share my leadership skills. I consider myself very blessed, having had the opportunity to attend Calhoun State Community College."

Alabama. The articulation agreement will be completed by September 1, 1999.

This legislation also calls for statewide expansion of Troy State University's computer-based course advisement system, which provides students with a transfer guide and a contract that obligates four-year institutions to honor the equivalent two-year college courses listed in the guide for a three-year period. The Statewide Articulation Reporting System (STARS) includes all public two-year and four-year colleges and universities in Alabama. The reporting system, which became fully operational on September 30, 1994, eases transfer to four-year institutions by allowing students to make educational plans via computer without duplication of course work and tuition expenditures. The long-range goal is to increase undergraduate degree completions. STARS also provides for establishment of a voluntary state-level appeals process for students with articulation problems not addressed to their satisfaction through normal campus procedures, and the establishment of a voluntary mediation procedure for addressing articulation issues between institutions.

Complementing these initiatives is The Alabama College System's revision during 1994 of the system's Course Directory and Articulation Matrices. In place since 1989, the Directory lists community and junior colleges' course numbers, course descriptions and course titles and their equivalent courses accepted by 16 colleges and universities in Alabama.

Occupational, Vocational and Career Education

The Alabama College System's occupational, vocational and career education programs prepare students for immediate employment, retrain existing employees and promote local and state economic stability and competitiveness. Fifty-three percent of The Alabama College System's students annually enroll in these programs.

Technical colleges and the technical divisions of community colleges provide Alabamians with the academic competencies and technical skills associated with today's advanced technologies as well as those of the future. The programs and courses are market driven, with the emphasis placed on state and national employment demands.

JANET MARTIN ROBINSON
Central Alabama Community College

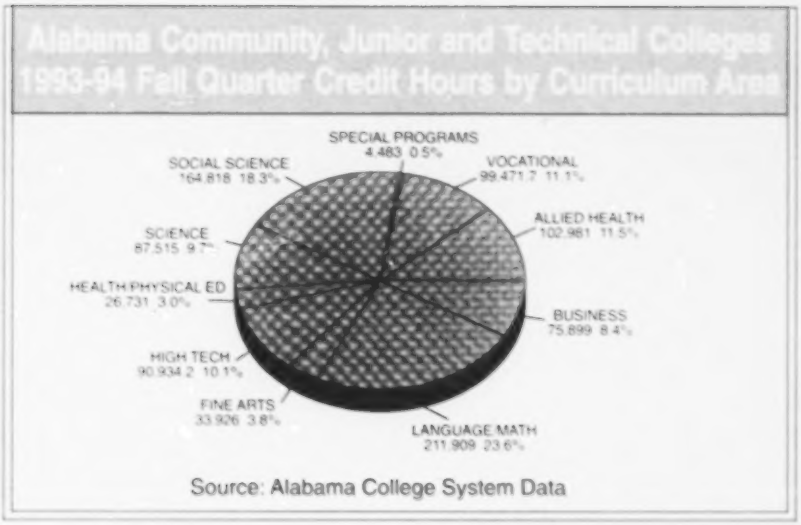
"For twenty years, I diapered, dusted and doubted myself. Central Alabama Community College helped me learn I'm more than a mom," says Janet Martin Robinson. Now, she is a 4.0 graduate with marketable skills, a strong education and self-confidence. "I'm a better mom, a better community member and I'm a well-educated community college graduate," she says.

TAMMY BARNES
Chattahoochee Valley Community College

As a married mother of two children returning to school after 12 years, Tammy Barnes was unsure of her ability to handle college work. Chattahoochee Valley Community College provided an atmosphere of encouragement and emotional support and a solid academic program. "Chattahoochee Valley Community College has prepared me to pursue a bachelor's degree with confidence. I started with a dream, and the college made my dream a reality," says Mrs. Barnes.

WILLIAM GRISSETT
Jefferson Davis Community College

William Grissett graduated from Jefferson Davis Community College. He transferred to Troy State University and earned a bachelor of science degree with a double major in business administration and marketing. After graduation, Mr. Grissett served as the general manager of Woolfolk Chemical Works Inc., which his business expertise enabled him to purchase after six years. Now operating as Sunbelt Industries, the corporation is one of Alabama's fastest growing businesses.



Source: Alabama College System Data

The State Plan for Occupational and Vocational Education, approved in 1994 by the State Board of Education and U.S. Department of Education, documents major system initiatives that enhance and improve occupational and vocational education programs. These initiatives, funded through the federal Carl D. Perkins Vocational and Applied Technology Act, assist individuals who need help in acquiring occupational and vocational knowledge and skills.

Tech-Prep programs provide two-year college students with the skills required for job readiness through occupational and vocational curricular articulation with secondary schools. All public two-year colleges in Alabama are working toward establishing 2+2 courses of study that link the last two years of high school with the program counterpart at the two-year college associate degree or postsecondary certificate level. These programs help ensure student employability.

Performance measures and standards for program effectiveness, including pretesting and posttesting, occupational skill competencies and job readiness competencies, have been integrated into the system's occupational and technical programs. This system of comprehensive assessment of program quality is in its second year of implementation in The Alabama College System.

Also, the Perkins Act provides for programs designed to serve displaced homemakers, single parents

MITCHELL WHITE
Drake State Technical College

Attaining an associate degree in industrial electronics from J.F. Drake State Technical College enabled Mitchell White to acquire employment with a good income, which helped him finance the rest of his education. Ultimately, he was able to pursue a dream-- acquiring a law degree and being admitted to the Alabama Bar. He now practices law in downtown Huntsville, but still remembers the benefits of his technical training, which allowed him to pursue his other educational goals.

RANDY HALCOMB
Enterprise State Junior College

While Randy Halcomb credits Enterprise State Junior College with his success as a Wiregrass businessman, his success did not come easily. He went to school part-time, got married, and he and his wife both sacrificed and lived on a meager budget as they worked to get their education. Later, he opened a small video tape rental store and eventually expanded to many locations. He is now the owner of several shopping centers.

ALICE TERRY-HEARNSBERGER
Faulkner State Community College

"As a single parent with two children I had many decisions to make. One was deciding to return to school. Faulkner State Community College gave me the confidence, the skills, and the encouragement to become the person I am today," Ms. Terry-Hearnsberger says. "The supportive atmosphere allowed this average high school student to graduate on the dean's list. I have become a living testament to the power of education and the community college experience to change one's life for the better."

and single pregnant women. The Act also provides for postsecondary programs to eliminate sex bias in vocational programs. The system's 30 displaced homemaker, single parent and single pregnant women programs assist unskilled and unemployed women in obtaining skills and education needed to become gainfully employed. Nineteen sex bias elimination programs work toward eliminating sex bias and sex-role stereotyping in occupational and vocational education programs. Assessment, orientation, counseling and financial aid are among the services provided to all program participants.

On the horizon is the Goals 2000: Educate America Act, a strategic plan for moving education in the United States into the year 2000, which calls for the identification of national skills standards. In November 1994, a governor's task force composed of representatives of secondary and postsecondary education, business, industry and labor began work on developing a School-to-Work Opportunities plan that will complement the Goals 2000 Act as well as other state priorities for education reform. The task force is scheduled to complete the plan by June 1995.

The School-to-Work opportunities Act was signed into law by President Clinton on May 5, 1994. The legislation envisions a fundamental restructuring of secondary and postsecondary education by adding work-based learning to traditional school-based programs. Inclusion of a strong postsecondary element in the School-to-Work program reflects recognition of the skill levels needed by individuals to compete effectively in the new economy. For most careers, students will be expected to continue after high school to postsecondary education, resulting in a certificate or degree.

The Associated Builders and Contractors of Alabama are already working with The Alabama College System to achieve these goals. They have been effective advocates of the "one industry, one training" approach to skills training in construction-related programs through their Wheels of Learning Program. The Associated Builders and Contractors have identified competencies for 16 building construction disciplines and are working closely with the system toward integrating these standards into the two-year college curricula.

JEREMY SHANE JACKSON
Gadsden State Community College

Jeremy Shane Jackson, blind since infancy, graduated Magna Cum Laude in 1994. A WSGN Radio disc jockey and Scholars Bowl team member, he tutored fellow students in American history and won the 1994 Outstanding Achievement Award. A whiz at languages with a terrific sense of humor, he amazed his geography teacher, who would spin the globe and Mr. Jackson could identify the world location simply by touch.

ANA PRICE GRAY
Jefferson State Community College

Ana Price Gray is coordinator of the hospitality management program at Jefferson State Community College, where she obtained her A.A.S. degree in food service management in 1989. She says, "Jefferson State has given me a solid foundation for a career with a good income and job security. I was able to work with the best chefs in the Southeast to build a foundation in culinary arts. With the encouragement of faculty, I attained my bachelor's and master's degrees."

WILLIE STINSON
Lawson State Community College

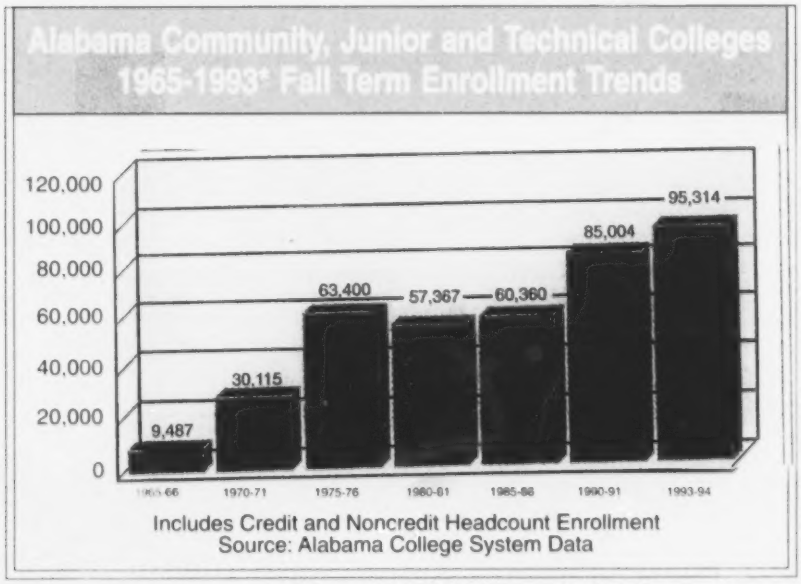
"I've longed for the opportunity to become a nurse, to be able to give of myself and to help others," says Willie Stinson. Seeking the best in nursing education, Ms. Stinson chose Lawson State Community College to work toward an associate in applied science degree. A 50-year-old mother of two and grandmother of two, she worked hard to overcome financial and personal adversities, even maintaining three jobs to accomplish her dream.

Business and Industry Development Training

The Alabama College System's approach to training for business and industry (TBI) is simple: The college establishes partnerships with businesses and industries to identify training needs or additional skills needed by their employees. Together they agree upon specific goals and training objectives and develop a program to meet those needs. The objective is to increase the productivity of workers and profitability of the business and, in turn, to provide greater job and economic security for the employees. System guidelines for offering TBI programs are currently being revised by a committee of two-year college presidents to strengthen and improve the system's ability to provide customized training for business and industry. (For a complete listing of each college's training for business and industry programs, see pages 18-25.)

Since TBI programs were established in 1985, more than three-fourths of the companies served have requested additional training for their employees. During 1994 alone, Alabama's two-year colleges served over 1,000 Alabama companies and conducted customized training programs for over 47,000 Alabama employees.

The Alabama College System's emphasis on providing education and training for business and industry is complemented by the Alabama Industrial Development Train-



Includes Credit and Noncredit Headcount Enrollment
Source: Alabama College System Data

CAROLYN PERDUE
MacArthur State Technical College

Carolyn Perdue, a 1984 graduate of MacArthur State Technical College, is an electronics technician with Vitro Technical Services Inc. at Eglin Air Force Base, Florida. In this position, she builds, installs and maintains radar and communications equipment. One of the college's first alumna to enter a nontraditional career field, Ms. Perdue now serves on the Occupational Advisory Council for the Electronics Division at the college.

TERRY HAYNES
Northeast Alabama State Community College

Terry Haynes, a 1984 graduate of Northeast Alabama State Community College, was severely disabled and unable to work for several years following an accident. In 1991, with the assistance of Vocational Rehabilitation Services, he updated his skills with additional computer science courses at the college. Mr. Haynes was referred to the TVA Training and Orientation Program by college personnel and was employed by TVA full-time in 1993 in the project controls department.

SHARON GRUBBS
Northwest-Shoals Community College

"Being close to home is one of the reasons I chose Northwest-Shoals Community College, as well as the scholarships," says Sharon Grubbs. "I have gained self-confidence and have become more focused on my life's goals while attending the college," she adds. Ms. Grubbs loves Northwest-Shoals because of the individual attention and family atmosphere surrounding the college. "I wasn't ready for a large university when I first graduated from high school. Now, I am." Her long-range plans are to become an attorney.

ing Institute (AIDT), which provides training for new and expanding industries in Alabama. Through the use of 36 mobile training units, AIDT brings world-class training to even the most rural sections of the state. More than 900 companies have relied on AIDT for pre-employment, start-up and on-the-job skill training programs, and more than 130,000 Alabamians have learned the skills they need for better paying jobs with Alabama companies through programs designed and conducted by AIDT.

The Centers of Technical Excellence program is also helping the state build a technically competent work force. In addition to the Bevill Center for Advanced Manufacturing Technology at Gadsden State Community College, centers of technical excellence in advanced electronics technology, telecommunications, environmental science and biotechnology are being established in association with state two-year colleges and in cooperation with the state's research universities, to provide Alabamians with world-class technical proficiencies. The centers ultimately will be linked via a telecommunications network to deliver education, training and technology transfer. When completed, the network is expected to encompass equipment and facilities investments of more than $20 million. Most of the funds are being generated from federal, industrial and foundation sources.

The Statewide Technology Extension Program Proposal funded by the National Institute of Standards and Technology also is building a planning partnership between Alabama manufacturers, state government and service providers for industrial modernization through technology transfer. The community, junior and technical colleges of The Alabama College System are an integral part of this effort as a result of their established and proven partnerships with business and industry, and their strategic positions in local communities throughout the state.

The Alabama College System's Skills Centers have long been recognized as leaders and innovators in the design and implementation of new employment and training programs serving economically disadvantaged youth and adults, and unemployed workers. The system's Education for Employment Program and the Project Genesis Program have been nationally recognized for

STEVE COOPER
Patterson State Technical College

Steve Cooper, a high school dropout with severe learning disabilities, enrolled in the air conditioning program at Patterson State Technical College. As a result of the nurturing environment of the technical college, Mr. Cooper became an outstanding student. He served as president of the Student Advisory Committee and was recognized by the Learning Disability Association of Alabama as Student of the Year. Upon graduation, he was hired by Wilder Distribution Company and recognized as "Best Employee." He now operates his own air conditioning business.

SORINA BELEAN
Reid State Technical College

A six-year Romanian electronics degree was of little use to Sorina Belean in America because she had no references. The student centered environment of the college helped her overcome limited English skills, which prepared her to pursue a nursing career. She graduated as class valedictorian and credits her success to caring instructors. "Occasionally it was difficult to understand the medical terms. My instructors were always willing to take the time to explain. With their help and understanding, I was able to succeed," she says.

DEBRA RICE SPARKS
Shelton State Community College

After receiving an associate degree from the college, Debra Rice Sparks went on to earn a bachelor's and a master's degree in elementary education from the University of Alabama. Today, she is employed at Walker Elementary in Tuscaloosa County, where she teaches sixth grade. Instilling in her students the same zest and joy of learning that was given to her at Shelton State Community College, Ms. Sparks thanks the college for laying the cornerstone of her teaching profession.

innovation and effectiveness in serving disadvantaged youth and welfare recipients, and the Skills Centers' system for assessment and case management has been highly acclaimed by employment and training professionals across the United States. During the past year, the Skills Centers served over 20,000 youth and adults, and placed over half of these individuals in a variety of employment training options. There are six Skills Centers and 29 Assessment Centers strategically located across the state.

Student Support Services: A Vital Dimension of Work Force Training

Educating Alabama's work force demands comprehensive planning for student success. The Alabama College System's attention to all aspects of the instruction and learning process is demonstrated through a wide range of programs and services, including developmental education, diversity management, retention, counseling, placement and follow-up programs.

Two-year college students are required to take each college's placement examination upon admission to the college and prior to enrollment in an associate degree or college-level certificate or diploma program and/or course. College preparatory instruction is mandatory for students whose score on the exam indicates deficiencies in the knowledge and skills needed to succeed in college-level programs or courses.

In addition, over the past two years, The Alabama College System has been actively involved in the National Steering Committee on Enhancing Black and Other Minority Students' Presence and Success in the Community College. The steering committee is comprised of leaders from community colleges, four-year institutions, legislatures and governing boards. Because community colleges have overwhelmingly become the key point of access to higher education for minority students, cultural diversity management strategies established to increase minority student success in public two-year colleges are being introduced, and are reflected in college marketing, program and enrichment functions.

An occupational-technical student retention program was pilot tested at eight two-year colleges

DEBBIE HOLLOWAY
Snead State Community College

June 6, 1994 was a big day for Debbie Holloway. That was the day she received her associate degree from Snead State Community College. A widow and mother of three, she came in contact with "spectacular people" at Snead who truly cared. "There were many hours of hard work, but I could not give up when there were always so many qualified, caring people there to encourage me," she says.

CHELLIS REECE
Southern Union State Community College

Chellis Reece, a single parent with two children, enrolled in Southern Union State Community College's nursing program hoping to gain financial and emotional fulfillment. "I am currently in my last quarter of nursing school and have learned so much that can be applied, not just in my work, but in my personal life as well. The program has taught me to set goals and to have strict self-discipline," she says.

WILLIAM CHU
Sparks State Technical College

William Chu came to America from Hong Kong in the mid-1980s. Thanks to scholarships funded by Techsonic Industries, he was able to obtain a degree in computer electronics from Sparks State Technical College in 1989, and a degree in electrical engineering from Auburn University in 1992. Mr. Chu is currently pursuing a master's degree in business administration and has opened a computer business in Eufaula. "I am positive proof that a two-year college education can pave the way for success," says Mr. Chu.

this year. The program comprehensively addresses the needs of at-risk students, as well as college and community resources for meeting those needs. The program calls for development of an academic advising process, procedures for tracking students' use of programs and services, a student outcomes assessment plan and a statewide tracking system for employment. The Alabama College System has developed separate planning models for each of these areas.

The system's model counseling program, which was successfully pilot tested last year, contains seven basic components ranging from academic advising to special needs services. The Alabama College System's Student Tracking, Placement and Follow-up Plan is currently being pilot tested at nine colleges. The program tracks students' progress in achieving their educational goal from initial enrollment and placement through graduation and employment. A comprehensive series of surveys, which include student withdrawal and program satisfaction input, provides feedback throughout the process. A former student survey and a newly-formed partnership with the Alabama State Employment Service, in which graduates' employment records will be matched by Social Security numbers, complement this process of documenting the effectiveness of institutional programs and services. Student tracking, placement and follow-up data also support the student counseling, assessing and advising functions of each college by helping students make wiser educational and career decisions.

Investing in Alabama's Future

The Alabama College System has had a significant impact on the state of Alabama since it opened its doors with an initial enrollment of 9,487. Today, with an annual enrollment of over 100,000, The Alabama College System serves more students than the largest state university systems combined. Sixty-five percent of all freshmen and sophomores enrolled in higher education in Alabama are two-year college students.

Although these profound enrollment increases are impressive, students would not continue to enroll if they were not getting a return on their investment. Alabama's two-year colleges are a good invest-

DONNA HUDGENS
Trenholm State Technical College

Donna Hudgens was a high school dropout with a one-year-old child when she enrolled at Trenholm State Technical College. She credits the college with changing her life. "The friendly and courteous staff made me feel comfortable and confident that I could succeed if I tried," she says. Ms. Hudgens plans to graduate with an associate degree in medical assisting in March 1995, and she is looking forward to a career that will afford her the opportunity to help others.

DAVID MORALES
Wallace State Community College/Dothan

David Morales, executive director of the Houston County Substance Abuse Board, came to the college 20 years ago. He was a street kid from Chicago, one of 15 children, who made it to the Army. Later, armed with the GI Bill and a law enforcement grant, David found his way to Wallace State Community College where college personnel befriended him. "The college opened doors to my future," says Mr. Morales.

KIM COOPER MERRITT
Wallace State Community College/Hanceville

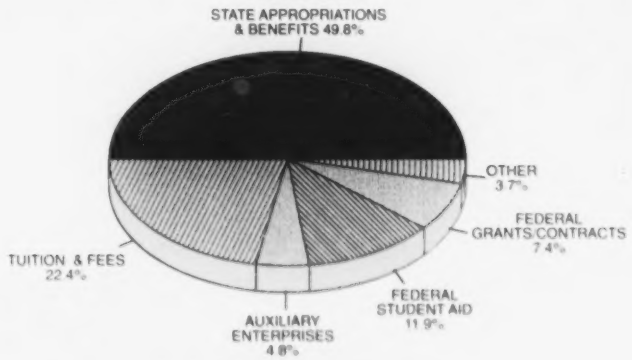
Kim Cooper Merritt worked at a local nursing home for 11 years in the housekeeping and laundry departments. College personnel encouraged her to enroll in the college's clerical technology program. The decision made a positive difference in her career. Ms. Merritt graduated in 1991 and has been successfully employed as a legal secretary for three and one-half years.

EDUCATING ALABAMA'S WORK FORCE . . . One by One

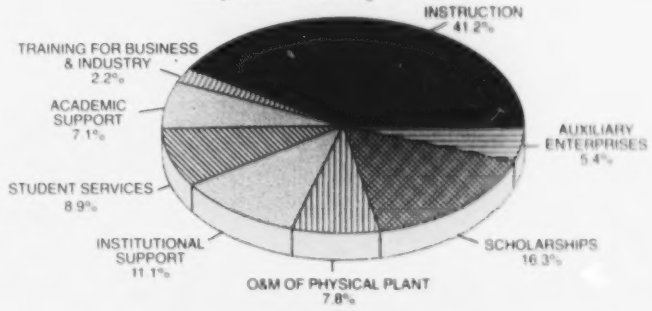
ment for all Alabamians--an investment in student success, an investment in a better quality of life for our citizens and an investment in statewide economic productivity. Public two-year colleges are an investment in the future of Alabama--one student at a time--thanks to great Alabamians, such as Victor P. Poole, who have dedicated much of their lives to the people of our great state.

Alabama Community, Junior and Technical Colleges 1994-95 Current Fund Budget

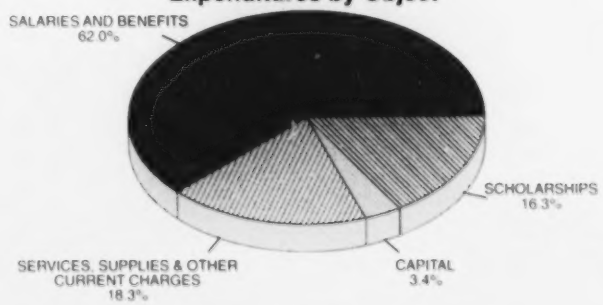
Revenue



Expenditures by Function



Expenditures by Object



Source: Alabama College System Data

TIM BRELAND
Wallace State Community College/Selma

Tim Breland, a drafting student at Wallace State Community College, won first place in the 1994 Vocational Industrial Clubs of America United States Skills Olympics competition held in Kansas City, Missouri. Over 3,000 outstanding vocational students participated in hands-on competition in 54 different trade, technical and leadership fields. Mr. Breland won the state title competition in technical drafting. "Thanks to my instructors and everyone else at the college, I am now one of the best draftsmen in the nation," he says.

WANDA ELISE BATES
Lurleen B. Wallace State Junior College

At 60, Wanda Elise Bates was offered an opportunity to attend the college, aided by the Senior Citizen Scholarship and the college's work study program. Today, she is proud of her associate of science degree and hopes to continue her education in the future. "I now enjoy a higher standard of living and through my work with abused women and children, have been able to fulfill my lifelong dream of entering a career field of service to others," she says.

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Training Alabama's Businesses and Industries One by One

In 1994, The Alabama College System provided over 1,000 businesses, industries and government agencies with training programs that served over 47,000 employees. A complete listing of the two-year college's training for business and industry programs is provided below:

Alabama Aviation & Technical College

PEMCO Aeroplex
Federal Aviation Administration
Sikorsky Support Services

Total Served: 267

Alabama Industrial Development Training Institute (AIDT)

Acustar
Adtran, Inc.
Advance Auto Parts, Inc.
Akzo Industrial Fibers, Inc.
American Compressor Corporation
Amtec Corporation
Architectural Masterworks
Associated Builders and Contractors
Atlantic Marine
Atochem North America, Inc.
Auto Custom Carpets, Inc.
Baggett Construction Company
Baldwin County Commission
BE&K
BMB Specialty Company
Bob Jones High School
BOC Gases
Boeing Space Station
Boise Cascade Corporation
Bowden Industries, Inc.
Buccaneer Homes of Alabama, Inc.-Winfield
Bush Hog Corporation
Calhoun County Chamber of Commerce
Carriage Homes
Ciba Geigy Chemical
City of Mobile
Colonial Bank
Computerizing
Consolidated Fuel Systems, Inc.
Copeland Corporation
CT-South, Inc.
Daikin America, Inc.
Degussa Corporation
DeKalb Knitting Company, Division of Fruit of the Loom
Designer Plastics, Inc.
Dexter Packaging Products Division, The Dexter Company
Dixie Electrical Manufacturing Co.
Dixie Tool & Die Company, Inc.
Dunlop Tire Corporation
Dura-Cast, Inc.
E.S. Robbins Corporation
Eaton Corporation
Emco, Inc.
Fieldcrest Cannon, Inc.
Flo-Way, Inc.
Fovil Manufacturing
Game Time, Inc.
General Electric
Gibraltar Packaging Group, Inc.
Globe Elastic Company, Inc.
Gold Kist, Inc.
Golden Poultry
Henderson, Black & Greene, Inc.
Hoechst Celanese
Huls America, Inc.
Institute for Electrical & Electronic Engineers
Intergraph Corporation
International Paper-Riverdale Mill
Jefferson Smurfit Corporation
Johnson Controls
Kappler USA, Inc.
KD Industries, Inc.
Kershaw Manufacturing Company
Knauf Fiber Glass
LaBour Pumps, Inc.
Legacy Cabinets L.L.C.
Lemanco
Liz Claiborne
MagneTek, Inc.
Management Training
Manhattan Shirt Company
Mannor Corporation
Marathon Equipment Company
Martin Industries, Inc.
Martin Marietta
Martin Marietta Missile Systems
MasterLock Company, Inc.
Matthews Industries, Inc.
McCord Payen Corporation
Midstream Fuels
Mobile Area Chamber of Commerce
Mobile County Commission
Mobile County Data Processing
Mobile County Revenue Division
Mobile County Sheriff's Department
NASA
National Packaging
North Jackson Apparel
O'Neal Steel, Inc.
O.T. Fabricating, Inc.
Oval Strapping
Packaging Materials Company
Packard Hughes
Parker-Hannifin Corporation
Pent Products, Inc.
Phifer Wire Products, Inc.
Pitts Enterprises, Inc.
Plasmine Technology, Inc.
Plastex Extruders, Inc., USA
Plasticraft Manufacturing Company
Polar-Ware
Praxair, Inc.
Quadrum Telecommunications, Inc.
Quality Dinettes, Inc.
Quincy Compressors
Rheem Manufacturing Company, Inc.
Santana, Inc.
Scott Paper
Shelby Die Casting, Inc.
SIS Industrial Service
Sony Magnetic Products of America
South Central Bell

Southeastern Packaging Company
Southland Foods, Inc.
Stayfast, Inc.
Sherling Plumbing Group
Sunshine Homes
Syncro Corporation
T & C Stamping, Inc.
Teledyne Brown Engineering
Teledyne Continental
The Uniroyal Goodrich Tire Company
Thermalex, Inc.
Thinkol Corporation
Touch 1
Twitchell
Txport
UDS-Motorola
United Defense, LP
Universal Data Systems
Waverlee Homes
West Alabama Chamber of Commerce
Westinghouse Electric Corporation
Whitesell Manufacturing, Inc.
Wiegand Appliance (Chromalox)

Total Served: 8,861

Alabama Southern Community College

Vanity Fair Mills
Simplex
Teledyne Brown
Scott Paper Company
Temple-Inland
Medussa Cement Company
Boise Cascade
James River Corporation
MacMillan Bloedel
Demopolis Manufacturing
Jackson Metal Works
Jay Electric
First Bank and Trust
Merchants Bank

Total Served: 812

Athens State College

U.S. Army Missile Command
NASA
PPG Industries
Teledyne Brown Engineering
Chrysler
Saginaw
United Space Boosters USBI
Thiokol
TVA
Steelcase
Area Health Departments
Mental Health Agency Personnel
Public Librarians

Total Served: 2,979

Ayers State Technical College

FMC
United Defense/FMC
Kid's Junction
The Academe

Total Served: 55

Bessemer State Technical College

ABC Coke
ABC Rail
Alabama Power Company
Alcoa Aluminum, Tennessee
AMI-Brookwood Medical Center
Baptist Medical Center-Princeton
Bell South Services
Bessemer Carraway Hospital
Bessemer Police Department
Birmingham Airport Authority
Birmingham Barons
Birmingham Botanical Gardens
Blue Circle, Inc.
Blue Cross and Blue Shield
City of Bessemer
Ebsco Industries
Elk Corporation
Fluid Power Systems
Ford Motor Company
General Motors
Georgia Pacific
Gold Kist, Inc.
Hanna Steel
Harbert International
Harbison-Walker Refractories
Koppers
Lehigh Portland Cement
Mortgage America
Orkin
Rexroth Corporation
Rime Company
Shelby County Board of Education
Sloss Industries
S.M.I. Steel
Taurus Exploration
Trane Corporation
TVA
U.S. Steel
U.S.S. Mining Company

Total Served: 2,420

Bevill State Community College

McCullough Clinic
UAB Hospital
Mine Safety and Health Administration
United Mine Workers of America
Walker Regional Medical Center
Drummond Company
Shelby Die Casting
Fayette County Hospital
Oneita Industries
Omni International
Chromalox
American Non Wovens
3M Traffic Control Division
NTN Bower
Fayette Glove
Continental Conveyor
Winfield Cotton Mill, Inc.
Marion County Hospital
Hattaway Brothers
Marathon Equipment Corporation
Southern Natural Gas
Pittsburg & Midway Coal Company
U.S. Steel Mining
Kirklin Clinic
Alabama Surface Mining Commission
Vulcan Materials
Citadel Cement
National Cement
Lehigh Portland Cement
Weyerhauser
American Linoleum Tile
Georgia Marble
Alabama Power Company
Taft Coal Company
Dyson Conveyor

Cowin Equipment
J.B. Hunt Transporters
Alabama Carbonates
American Colloid
Andros Mining
Birmingham Coal & Coke
Black Star Mine
Boone Resources
Carbo Ceramics
Colonial Contractors
Contract Augering
Egypt Contracting
Gunn Mining
Haley Brothers & Partridge
Industrial Contracting
K Lee Processors
Lynn Energy
Mann Steel
Moss Levin Joint Venture
Nursefinders
Shuretta Construction
Southern Ductile
Swasher Incorporated
Zieglar Nelson
Mountain Brook Coal
MSR Equipment
New Action Coal
R & D Coal Company
Southern Energy Mobile Homes
Maco Material Handling Group
Southern Homes
First National Bank of Hamilton

Total Served: 9,175

Bishop State Community College

Armstrong Worldwide Industries, Inc.
Atlantic Marine, Inc.
Elf Atochem, N.A.
Gauld Equipment Company
General Motors Dealer Council-Mobile Chapter
Mercy Medical
Mississippi Gulf Coast Regional Waterway Authority
Mobile Community Action
Mobile County Personnel Board
Mobile Infirmary Medical Center
Mt. Vernon Emergency Medical Services
Pathology Laboratory Associates
Poole Truck Line, Inc.
Providence Hospital
Scott Paper Company
South Alabama Regional Planning Commission
Bay Watch (Alabama Coastal Program)
CIBA
The Alabama Department of Environmental Management
The Alabama Department of Public Health
U.S. Coast Guard

Total Served: 1,264

Calhoun State Community College

BMB Company
Bowden Industries
Champion International Paper Company
Chrysler Corporation
ConAgra Corporation
Dunlop Tire Corporation
Engelhard Corporation
Fluid Controls, Inc.
General Electric Company
Goss Electric Company
H.D. Zachary Construction Company
Health Facilities
Industrial Corrosion Company
Joe Wheeler Electric Company
MICOM-US Army Missile Command
McCord Pagen
Martin Industries
Motorola
River Oaks Mall
Saginaw Steering Division/GM
Town and Country Cleaners
Triana Industries
Wolverine Tube Division
Woody Anderson Ford

Total Served: 1,529

Central Alabama Community College

Crown Textiles
Russell Corporation

Total Served: 5,076

Chattahoochee Valley Community College

Phenix City Police Department
Plicon
Mead Coated Board
Pratt-Whitney
Russell County Sheriff's Office
Miller Company
Phenix Girard Bank
Walker-Williams Lumber Company
Surgical Associates
Russell County Utilities Board
Carmike Cinemas
SouthTrust Bank
Vance Funeral Home
W.C. Bradley (Char-Broil)
Temporary Alternatives
Southern Phenix Textiles
AFLAC
Columbus Mills
Caldwell Animal Clinic
Phenix City Cable Company
Royal Crown Cola
Colonial Bank
Cottonton Fire Department
Covenant Woods Home
Kelly Temporaries
Heritage Insurance Agency
Regions Bank
Taylor Funeral Home
Colonial Funeral Home
Swift Spinning Mills
Metropolitan Life
Packaging Company
Oak and Pine Manor Nursing Home
J.H. William Company
Hanson and Hanson Associates
Integra Personnel
WTVM-TV
Trust Company Bank
St. Francis Hospital
Lummus Industries
Biggerstaff Clay Products
Safety and Health Works
MASBAC
Occupational Medicine, Inc.
Hemker and Gentry, CPA
Fieldcrest Cannon
First Alabama Bank
Bibb Company
Argo Construction Company
Phenix City Fire Department
Harden's Photography
Alabama Gas
Ft. Mitchell Utilities Company
City of Phenix

Total Served: 250

Jefferson Davis Community College

ADICO
Alabama Institute of Banking
Judy Bond
PolyFelt
Providence

Postal Management
Vanity Fair

Total Served: 180

Drake State Technical College

Acustar
Onan Corporation
Hart and Cooley
City of Huntsville
General Motors
ESCO
North Alabama Flooring Association
Distronics
AVEX
TVA
Postal Service

Total Served: 494

Enterprise State Junior College

Barr, Brunson, Wilkerson and Bowden
Clinton Mills
Dorsey Trailers, Inc.
Dunbartan Corporation
Enterprise Womens' Center
Office of Civilian Personnel, U.S. Army Aviation Center
Pridecraft Enterprises
Regency Management, Inc.
U.S. Safety Center

Total Served: 287

Faulkner State Community College

Alabama ABC Board
Alabama Department of Conservation
Alabama Department of Marine Resources
Alabama Department of Mental Health
Alabama Department of Public Safety
Atmore Police Department
Auburn Police Department
Baldwin County Electrical Contractors Association
Baldwin County Sheriffs Department
Baldwin County Municipal Landscape Employees
Bay Minette Police Department
Bayou La Batre Police Department
Chatom Police Department
Covington County Sheriffs Department
Dale County Sheriffs Department
Daphne Police Department
Dauphin Island Police Department
Demopolis Police Department
Elberta Police Department
Escambia County Sheriffs Department
Excel Police Department
Fairhope Police Department
Foley Police Department
Florala Police Department
Geneva County Police Department
Gulf Shores Police and Fire Departments
Loxley Police and Fire Department
Mobile Airport Authority
Mobile County Sheriffs Department
Monroeville Police Department
Mount Vernon Police Department
Mossie Police Department
Opp Police Department
Orange Beach Police Department
Poarch Creek Police Department
Prichard Police Department
Robertsdale Police Department
Saraland Police Department
Southwest Alabama Police Academy
Tallassee Police Department
Tuskegee Police Department
U.S. Army Corps of Engineers
U.S. Customs
Vanity Fair Manufacturing
X-Scribe Corporation
Moundville Telephone Company
United States Sports Academy
Gulf Telephone
Riviera Utilities
AT&T
South Central Bell
Bell South Business Systems
ADECCA
Gulf Coast Newspaper
Searcy Hospital
Standard Furniture Manufacturing Company
South Baldwin Hospital

Total Served: 521

Gadsden State Community College

Bowater Lumber Company
Choice Fabricators
Culp Smelting
Goodyear Tire & Rubber Company
Gulf States Steel
Sheet Metal Union, Local 48
Bellsouth
Energy Absorption, Inc.
Midsouth Electric
McCartney Construction Company
Tyson, Inc.
Amerigold
The Gadsden Times
Max Packing
United Defense
Pemco Aeroplex, Inc.
Wagner Brake Company

Total Served: 714

Jefferson State Community College

Malone Freightline
South Eastern Brush
Thompson Tractor Company
Continental Guaranty
Royal Cup Coffee
Social Security Administration
American Metal Products
Glenwood Mental Health
Walter Hopkins Company
Industrial Electronics
Bellsouth Telecommunications
Hillcrest Hospital
Supporthealth
Ferrell Engineering
North Shelby Chamber of Commerce
Dialco Steel
Cater, Hayes, Staub, Inc.
Bayer Properties
Southpace Properties
Schreiber Corporation
Vestavia Hills Fire Department
Episcopal Place
North and Associates
SEPCO
Pell City Fabricating
Uniroyal Goodrich Tire Company
Gleen & Wright
Harvey-Ferguson, Inc.
Midnight Rodeo
Jefferson County Child Development Council
Direct Rail Head
Target Realty & Development, Inc.
Cash Pawn Shop
Aronov Realty
DIPRA
Ductile Iron Pipe
Colonial Vacations
City of Pelham
Wallace, Jordan, Ratliff, Boyer & Brandt
Purson Construction Company
Time Warner
Ratecheck Consultants
Anniston Star
Medical Systems Support, Inc.

Brookwood Medical Group
Sillivan Lumber and Garden Company
Prestige Custom Homes
American Red Cross
NIDEK Medical Products, Inc.
Fairfield Amoco
Square D
Sprint-North Supply
Denver Thomas, Inc.
Control & Power, Inc.
Johnstone Supply Company
Pursell Industries, Inc.
Teleclaims, Inc.
Jefferson County Purchasing
Balch & Bingham
Constar International
Walker Boarding House, Inc.
Cathedral of the Advent
Stonewall Insurance Company
Moore-Handley, Inc.
Matinee, Inc.
Talladega Foundry & Machine Company
The Cole Companies, Inc.
Goff's Radiator and Electric Services
Astralloy Wear Technology
Amerex
Hanna Steel Corporation
Crawford, Inc.
Bama Foods
Magic Carpet Cleaning
McGriff Seibles & Williams, Inc.
Bessemer Police Department
The Association of Records Managers and Administrators, Inc. (Birmingham Chapter)
Goody's Family Clothing
Neely Truck Lines, Inc.

Total Served: 836

Lawson State Community College

USS Steel
Birmingham Chamber of Commerce
Riley Community Center
Jefferson County Committee for Economic Opportunity
Alabama South Central Bell
Midfield Dodge
Alabama Power Company
Birmingham Housing Authority
Birmingham Police Department
City of Birmingham Fire Department
Compass Bank
Birmingham Park and Recreation Department
WJLD Radio Station
Blue Cross/Blue Shield of Alabama
Booker T. Washington Insurance Company
Joiner Fire Sprinkler Company
Children's Hospital
Cooper Green Hospital
Sirote & Permutt PC Attorney at Law
First Alabama Bank
AmSouth Bank
SouthTrust Bank
Kelly's Temporary Services

Total Served: 250

MacArthur State Technical College

Opp and Micolas Mills
Shaw Industries
Filtration Manufacturing
Pridecraft, Inc.
Phillips-Van Huesen

Total Served: 867

Northeast Alabama State Community College

Amerigas
Akzo Industrial Fibers
Boaz-Albertville Medical Center
Cherokee Mills
City of Fort Payne
City of Hollywood
City of Weaver
DeKalb Ambulance Service
DeKalb Baptist Medical Center
DeSoto Rescue Squad
Dover Mills
First National Bank of Scottsboro
First Rainsville Bank
Fort Payne Fire Department
Grant Rapid Responders
Jackson County Rescue Squad
Jacobs Bank
Keystone Foods
Mead
NMC Dialysis
North Jackson Water Authority
Northeast Alabama Water
Peoples Bank, Grant
Scottsboro Fire Department
Section Dutton Water Board
Snyder General
City of Centre
City of Ider
City of Snead
Valley Head Water Board
Varco-Pruden Buildings
Williamson Oil Company

Total Served: 167

Northwest-Shoals Community College

Reynolds Metals Company
Martin Industries
Operating Engineers Local 320
Carpenters Local 109
Tennessee Valley Authority
TVA-Wilson Hydro
Associated General Contractors
Helen Keller Hospital
Humana Hospital
La Roche Industries
Occidental Chemical
Shoals Ford
Alabama Reclamation
Compass Communications
Hi Temp Manufacturing
Metal Spinners Manufacturing
Rudy's Farm
Shoals Industrial Development
Saint Joseph Manufacturing
Sears Roebuck and Company
Northwest Medical Center
Valley Lumber Company
Citizens Bank
Haleyville Vocational
Franklin County Police
Sheffield Police
ETS Counseling Service

Total Served: 1,405

Patterson State Technical College

BE&K
Jay R. Smith
Jefferson Smurfitt
Kinpak
Thermal Components
Thermo King
International Paper
Amsco
Rheem
Hager Hinge
Harper Lee
Schlumberger
Caterpillar
Abston Chevrolet
Action Truck

Alabama Power Company
Andalusia Motor Company
Anderson Brothers
Ben Atkinson Motors
Auburn Ford
Bence-Morris Motors
Bice Chevrolet
Bill Heard Chevrolet
Bill Jackson Chevrolet
Bill Steber Chevrolet
Bill Strickland Chevrolet
Blount-Strange Ford
Bondy's Ford
Brewbaker Motors
Buick Motor Division
Burris Motors
Buzz Leonard
Bynum Oldsmobile
Capitol Chevrolet
Champion Dodge
Chris Myers
City of Montgomery
Coates Volkswagon
Cobb Pontiac-Cadillac
Collier Ford
Cook Hudson Chevrolet
Crown Automobile
David Jones
Davis CPD
Dorsey Motors
Dothan CPD
Dyas Chevrolet
Eglin AFB Vehicle Maintenance
Enterprise Toyota
Floyd Shirley Ford
Fort Deposit Motor Company
Four Cities Imports
Franklin Motors
Freeman Chevrolet
Freeway Ford
Gilland-Wyant Pontiac
Gilmore Ford
Glynn Smith Chevrolet
GMC Truck Division
Grantham Body Shop
Greenville Ford
Harper Volkswagon
Hodges Volkswagon
Hopkins Pontiac
Hubert Jackson Chevrolet
Jack Ingram Motors
James Snell Motors
Jay Toyota
Jerry Mitchell
Joe Bullard Oldsmobile
Jones Ford
Kendrick-Rowell Oldsmobile
Kilpatrick
King Chrysler
LaGrange Toyota
Larry Puckett Chevrolet
Leach Pontiac GMC
Lee Motor Company
Limbaugh Toyota
Marianna Toyota
Marshall Volkswagon
Massey Brothers Chevrolet
McKelvey Chevrolet
McKinnon Motors
Montgomery Fire Department
Moyer Ford
Nichols Oldsmobile
Norman-Blackmon Motors
Oldsmobile Division
Palmers Airport Toyota
Panama City Toyota
Performance
Pete Moore Imports
Plantation Toyota
Premiere Pontiac
Quality Imports
Rahal Motors
Randall Green
Reinhardt Motors
Reliable
Riverside Chevrolet
Ron Samuels
Royal Motor Company
Sales Ford
Sam Taylor Buick
Sandy Sansing Nissan
Scogin Chevrolet
Sellers Oldsmobile
Serra Chevrolet
Sherling Ford
Solomon Motor Company
Springhill Toyota
Stokes Chevrolet
Thompson Pontiac
Tim Whitehead CPD
Tommy Thomas Chevrolet
Toyota of Monroeville
Tri-Motor
Troy Motors
Turner Motors
Tuscaloosa Toyota
US Air Force
Village European
Vince Whibbs Pont/GMC
Walter Hand Motor Company
Wilcox County
Williams Motors
Windham Motor Company

Total Served: 1,626

Reid State Technical College

Polyfelt, Inc.
Monroeville Telephone
ATCO
Pridecraft Enterprises
Knud Nielsen Company
Poole Truck Line, Inc.

Total Served: 210

Shelton State Community College

Uniroyal Goodrich
Fast Break Food Mart
The Booth
Tuscaloosa Steel
Cypress Inn
Hunt Oil Refining Company
Greentrack
Johnson Controls
Holiday Inn
Jamison, Money, Farmer & Company
Houndstooth
Shelby Diecasting
Ivory Tusk
Arvin Automotives
North River Yacht Club
Harrison Radiator
Sheraton Capstone Inn
Globe Manufacturing
Bama Beach Club Bar & Grill
Buddy's
Indian Hills Country Club
Fast & Easy
The Chukker
Chatham Oil
The Executive Lounge
Country Food Store
Del's Food King
Fowler Oil
Fuller's Supermarket
Gibson Oil Company
Holliman's Grocery
Hot Spot
Looney Hubbard Food King
Wyatt Oil

Total Served: 1,360

Snead State Community College

Accutek
Anderson Box Company
Advertiser Gleam
Arbor Acres Farms, Inc.
Agri-Flavors, Inc.
Arrow Company, Inc.
Alabama Custom Woodworks, Inc.
Associate Jobbers Warehouse
Alabama Wilbert, Inc.
ATP, Inc.
Albertville Concrete, Inc.
B & G Supply Company, Inc.
Albertville Quality Foods
B-F Manufacturing Company, Inc.
All Phase Electric Supply Company
Boaz-Albertville Medical Center
Ampac
Boaz Carpet Yarns, Inc.
Boaz Printing
Bobo Engineering, Inc.
Bowater Lumber Company, Inc.
Brindlee Mountain Machine & Tool
Bryant Furniture Manufacturing Company, Inc.
Butler Rubber Products, Inc.
C & W Machine and Tool, Inc.
Chambers Bottling Company
Chandeleur Homes, Inc.
Comptronix
Dana Corporation
Designer Plastics & Sales
Doric Manufacturing Company
Eaton Corporation
Faithway Feed Company, Inc.
Filtex
Floral Design, Inc.
Four Star Printing/Office Supply
Global Custom Vans
Gold Kist Agri Service Mills
Gold Kist, Inc.-Boaz
Gold Kist, Inc.-Guntersville
Gold Kist, Inc.-Albertville
Gold Kist Poultry Processing
The Great Combine
Guntersville Concrete, Inc.
Guntersville Fabrication
Guntersville-Arab Medical Center
Guntersville Outlet
Guntersville Sheet Metal Works, Inc.
Guntersville Wire Products, Inc.
Hannah Supply Company
Hudson Foods
H.L. Hunt & Company
Hunt Design & Manufacturing
IMH, Inc.
Jays Furniture Rehab., Inc.
Johnson Machine & Tool, Inc.
Kappler USA
Kendall Polyken Technologies
Kendall Company Healthcare
Keyes Fiber Company
L & L Lace
L & S Wholesale Distributor
C.A. Langford Company, Inc.
The Lee Company
Liberty Trousers, Inc.
Marshall County Oil Company, Inc.
Marshall-DeKalb Electric Cooperative
Marshall Industrial Supply, Inc.
Mastin's, Inc.
Metal Research, Inc.
Mitchell Grocery Corporation
The Mohawk Rubber Company
Mueller Company
Municipal Utilities Board
North Alabama Pipe Corporation
Northeast Alabama Beverage
Olympia Diversified Construction
Palm Harbor Homes
Paragon Decors, Inc.
Parker Corporation
Petroleum Suppliers, Inc.
Plasticraft Manufacturing Company, Inc.
Precision Trim, Inc.
Quadrum Telecom
Quality Machine & Fabrication Company
Raven Industries, Inc.
Reeves Rubber Division
Regency Supply
Ryder International Corporation
San-Ann Services, Inc.
Sand Mountain Publishing Company, Inc.
Santek Engineering, Inc.
SCI Systems, Inc.
Steel Processing Services, Inc.
Syncro Corporation
Teledyne Firth Sterling, Inc.
Thompson Printing & Office Supplies
Thompson Woodworks Company
Tocco of Alabama, Inc.
Topflite Rubber
Tropic Tool & Mold
Tyson Foods-Boaz
Tyson Foods-Snead
Wade Jones Company
Wagner Division, Cooper Industries
Wayne Poultry
Webb Wheel Products, Inc.
Whitaker Contracting Corporation
Boggus Construction Group
Wrangler
Alabama Center for Commerce
Hough International

Total Served: 1,661

Southern Union State Community College

Child Care Resource Center
Vermont American
Amoco Fabrics and Fibers
Westpoint Pepperell
InterCall
May Refrigeration
Michelin
City of Opelika
Diversified Products
Auburn University Facilities
Robinson Manufacturing Company
Russell Corporation
Power Guard

Total Served: 1,195

Sparks State Technical College

Alabama Interforest
Aladan, Inc.
American Buildings Company
Carbo Ceramics
Columbus Mills
Cooper Lighting
Corps of Engineers
Eufaula Manufacturing
Fish World
Hughes Missiles Electronics
Louisiana Pacific
Mann's Bait Company
Mead Corporation
Phillips-Van Heusen
Southern Plastics
Techsonic Industries
TNS Mills

Total Served: 187

Trenholm State Technical College

Auburn Electric Company
Durr-Filhaur Medical Supplies Company
Dow V.T. Technologies
Bell South Services
Hayne's Ambulance
Woodley Square Nursing Home
Wetumpka Nursing Home
Father Walters Child Care Center

Central Alabama Electric Cooperative
Maxwell Federal Prison Camp
Montgomery Fire Department
Tuskegee Fire Department
Prattville Fire Department
Sylacauga Fire Department
City of Montgomery

Total Served: 87

Wallace State Community College/ Dothan

AAA Cooper Transportation
State Employment Service
Alabama Inter-Forest
Aladan Corporation
American Building Company
Ansell Incorporated
BBG Specialty Foods, Inc.
Canaan Equipment Company
Carter Manufacturing Company, Inc.
Central Alabama Home Health
Charter Woods Hospital
Collins Sign Company
Columbus Mills, Inc.
Cooper Lighting Company
Covan Moving
Cutler Egg Products, Inc.
Dale Medical Center
Dorsey Trailers
Dothan Neurology Clinic
Dunbarton Corporation
Dura-Cast, Inc.
DynCorp
Eufaula Trucking
Flavor House Products, Inc.
Flowers Hospital
Freightliner Trucks of Dothan
Ft. Rucker
Gates Power Drive
General Electric
Geneva County Health Department
Geneva County Home Health
Goldco/Burger King
HealthSouth Rehab. Hospital
Home Care Services
Houston County
Houston County Health Department
Houston County Personnel Board
Kelly Temporary Services
Lilly Industries, Inc.
Lyster Army Hospital/Ft. Rucker
M.C. Dixon Lumber
Manpower
Michelin Tire Corporation
Milner & Associates
Movie Gallery
Nelson Electronics
Nelson Juvenile Prod., Inc.
North Florida Safety Council
Opp & Micolas Mills, Inc.
Parisian
Pemco Aeroplex, Inc.
Personnel Resources, Inc.
Pridecraft
Reliable Products
Showell Farms, Inc.
Sony Magnetic Products
South Alabama Home Health
Southeast Alabama Medical Center
Southeast Cardiology Clinic
Southeastern Apparel
Southern Eye Institute
Southland Bank
SpectraCare
Techsonic Ind., Inc.
Teledyne
Thomas Company
Twitchell
UNC Helicopter
Union Camp Corporation
Urological Associates
W.J. Powell Company
WTVY-TV
Warner's
Westside Terrace
Wheelwright Trucking Company, Inc.
Wiregrass Electric Co-op, Inc.
Wiregrass Hospice
Wiregrass Hospital
Workforce Management Services

Total Served: 763

Wallace State Community College/ Hanceville

Copeland Corporation
WCI/Americold
Prestolite, Inc.
Nicholson File
Carraway Hospital
Oneita Industries
CRA
Dana Corporation
Webb Wheel
Chemical Waste Management
First Commercial Bank
Merchants Bank
SCI
CWA/Bell South
Lee Distribution
Porter Mills
Al Poultry & Egg
Tri Co. Health Department
Southern Energy
Tyson Foods
Speedring
Cullman Products
Woodland Hospital
Al National Guard
Txport
Mueller Corporation
GTI
Blue Bell
Wal-Mart Dist.
Peoples Bank
U.S. Postal Service
Cullman Medical Center
Saunders
REA-TVA
Grief Brothers
Pet Specialties
Eaton Corporation

Total Served: 1,417

Wallace State Community College/Selma

American Candy
American Fine Wire
BE&K Construction
Bush Hog
International Paper
LaBour Pump
Local Realtors
Maxwell AFB Eng.
Peoples Bank
Tri-Tech Manufacturing

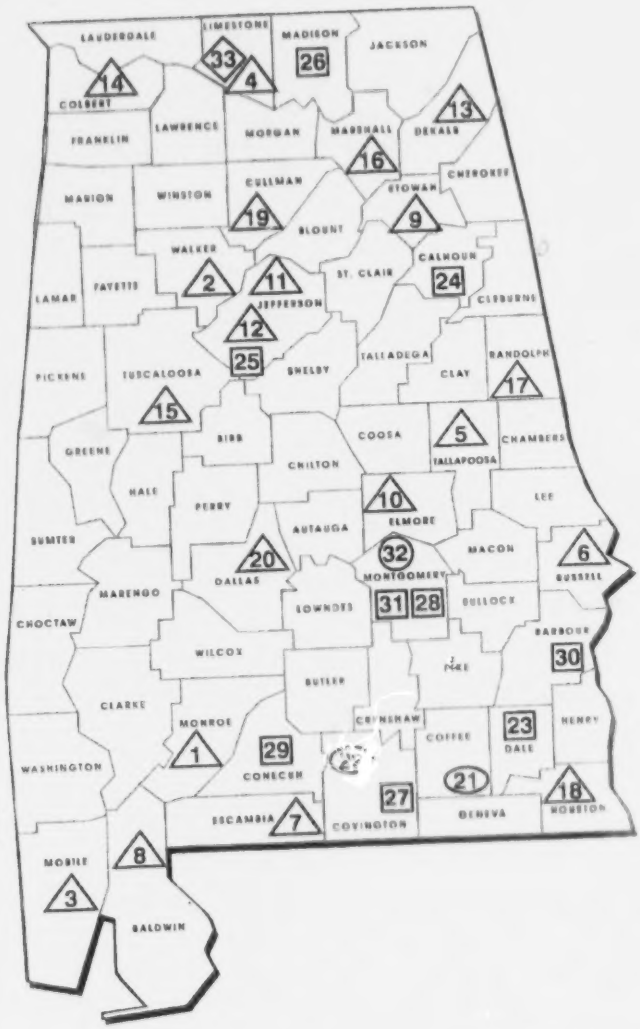
Total Served: 268

Lurleen B. Wallace State Junior College

Covington County Sheriff's Department
Mizell Memorial Hospital
H.B. Paulk Grocery Company
Covington County Probate Office
T.I. International
Prichard Fire Department
Colonial Bank
Anderson's Peanuts

Total Served: 93

THE ALABAMA COLLEGE SYSTEM PRESIDENTS AND LOCATIONS



△ Community Colleges

⬭ Junior Colleges

□ Technical Colleges

○ Statewide Mobile Industrial Training

◇ Senior College

COMMUNITY COLLEGES

1. **Alabama Southern Community College**
Dr. John A. Johnson, President
Post Office Box 2000
Monroeville, Alabama 36461
Telephone: (205) 575-3156
FAX: (205) 575-5356

Thomasville Campus
Telephone: (205) 636-9642
ATTNet: 220-3316

2. **Bevill State Community College**
Dr. Harold Wade, President
Post Office Box 800
Sumiton, Alabama 35148
Telephone: (205) 648-3271
or 1-800-648-3271
ATTNet: 551-0111
FAX: (205) 648-3311

Brewer Campus
Telephone: (205) 932-3221
ATTNet: 551-0111

Hamilton Campus
Telephone: (205) 921-3177
ATTNet: 420-4289

3. **Bishop State Community College**
Dr. Yvonne Kennedy, President
351 North Broad Street
Mobile, Alabama 36603-5898
Telephone: (205) 690-6416
ATTNet: 673-0111
FAX: (205) 438-9523

Carver Campus
Telephone: (205) 473-8692

Southwest Campus
Telephone: (205) 479-7476
ATTNet: 660-6697

4. **Calhoun State Community College**
Dr. Richard Carpenter, President
Post Office Box 2216
Decatur, Alabama 35609-2216
Telephone: (205) 306-2500
ATTNet: 449-0111
FAX: (205) 306-2877

5. **Central Alabama Community College**
Dr. James H. Cornell, President
Post Office Box 699
Alexander City, Alabama 35010
Telephone: (205) 234-6346
ATTNet: 537-0111
FAX (205) 234-0384

Childersburg Campus
Telephone: (205) 378-5576
ATTNet: 523-0111

6. **Chattahoochee Valley Community College**
Dr. Richard Federinko, President
2602 College Drive
Phenix City, Alabama 36869
Telephone: (205) 291-4900
ATTNet: 271-0111
FAX: (205) 291-4980

7. **Jefferson Davis Community College**
Dr. Sandra K. McLeod, President
220 Alco Drive
Brewton, Alabama 36426
Telephone: (205) 867-4832
ATTNet: 662-0111
FAX: (205) 809-0178

Atmore Campus
Telephone: (205) 368-8118

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8. **Faulkner State Community College**
Dr. Gary Branch, President
1900 U.S. Highway 31, South
Bay Minette, Alabama 36507
Telephone: (205) 580-2100
or 1-800-231-3752
ATTNet: 661-0111
FAX: (205) 937-3404

9. **Gadsden State Community College**
Dr. Victor Ficker, President
Post Office Box 227
Gadsden, Alabama
35902-0227
Telephone: (205) 549-8200
ATTNet: 536-8200
FAX: (205) 549-8444

East Broad Campus
Telephone: (205) 549-8200

Valley Street Campus
Telephone: (205) 549-8200

10. **Ingram State Community College**
Dr. Murry C. Gregg, President
Post Office Box 209
Deatsville, Alabama 36022
Telephone: (205) 285-5177
FAX: (205) 285-5328

11. **Jefferson State Community College**
Dr. Judy Merritt, President
2601 Carson Road
Birmingham, Alabama
35215-3098
Telephone: (205) 853-1200
or 1-800-239-5900
ATTNet: 529-0111
FAX: (205) 856-1764

12. **Lawson State Community College**
Dr. Perry Ward, President
3060 Wilson Road, Southwest
Birmingham, Alabama 35221
Telephone: (205) 925-2515
ATTNet: 527-0111
FAX: (205) 929-6316

13. **Northeast Alabama State Community College**
Dr. Charles Pendley, President
Post Office Box 159
Rainsville, Alabama 35986
Telephone: (205) 638-4418
ATTNet: 444-0111
FAX: (205) 228-6558

14. **Northwest-Shoals Community College**
Dr. Larry McCoy, President
Post Office Box 2545
Muscle Shoals, Alabama
35662
Telephone: (205) 331-5200
ATTNet: 441-2391
FAX: (205) 331-5222

Phil Campbell Campus
Telephone: (205) 331-6200
or 1-800-645-8967

15. **Shelton State Community College**
Dr. Thomas E. Umphrey, President
1301 15th Street, East
Tuscaloosa, Alabama 35404
Telephone: (205) 759-1541
ATTNet: 629-0111
FAX: (205) 391-2311

Fredd Campus
Telephone: (205) 758-3361
ATTNet: 620-4113

16. **Snead State Community College**
Dr. William H. Osborn, President
Post Office Drawer D
Boaz, Alabama 35957
Telephone: (205) 593-5120
ATTNet: 539-0111
FAX: (205) 593-7180

17. **Southern Union State Community College**
Dr. Roy Johnson, President
Post Office Box 1000
Wadley, Alabama 36276
Telephone: (205) 395-2211
ATTNet: 520-4615
FAX: (205) 395-2215

Opelika Campus
Telephone: (205) 745-6437
ATTNet: 220-8666

18. **Wallace State Community College/Dothan**
Dr. Larry Beaty, President
Route 6, Box 62
Dothan, Alabama 36303
Telephone: (205) 983-3521
ATTNet: 224-5222
FAX: (205) 983-4255

19. **Wallace State Community College/Hanceville**
Dr. James C. Bailey, President
Post Office Box 2000
Hanceville, Alabama
35077-2000
Telephone: (205) 352-6403
ATTNet: 423-0111
FAX: (205) 352-6400

20. **Wallace State Community College/Selma**
Dr. Julius Brown, President
Post Office Drawer 1049
Selma, Alabama 36702-1049
Telephone: (205) 875-2634
FAX: (205) 874-7116

JUNIOR COLLEGES

21. **Enterprise State Junior College**
Dr. Stafford L. Thompson, Interim President
Post Office Box 1300
Enterprise, Alabama 36331
Telephone: (205) 347-2623
ATTNet: 267-0111
FAX: (205) 347-1157

22. **Lurleen B. Wallace State Junior College**
Dr. Seth Hammett, President
Post Office Drawer 1418
Andalusia, Alabama 36420
Telephone: (205) 222-6591
ATTNet: 289-0111
FAX: (205) 222-6567

TECHNICAL COLLEGES

23. **Alabama Aviation and Technical College**
Dr. Shirley H. Woodie, President
Post Office Box 1209
Ozark, Alabama 36361-1209
Telephone: (205) 774-5113
or 1-800-624-3468
ATTNet: 272-0111
FAX: (205) 774-5113, ext. 258

24. **Ayers State Technical College**
Dr. Lynda Craft, Interim President
Post Office Box 1647
Anniston, Alabama
36202-1647
Telephone: (205) 835-5400
FAX: (205) 835-5474

25. **Bessemer State Technical College**
Dr. W. Michael Bailey, President
Post Office Box 308
Bessemer, Alabama 35021
Telephone: (205) 428-6391
or 1-800-235-5368
ATTNet: 533-0111
FAX: (205) 426-8915

26. **Drake State Technical College**
Dr. Johnny L. Harris, President
3421 Meridian Street, North
Huntsville, Alabama 35811
Telephone: (205) 539-8161
ATTNet: 433-0111
FAX: (205) 539-6439

27. **MacArthur State Technical College**
Dr. Raymond V. Chisum, President
Post Office Box 649
Opp, Alabama 36467
Telephone: (205) 493-6631
or (205) 493-3573
FAX: (205) 493-7003

28. **Patterson State Technical College**
Mr. J. Larry Taunton, President
3920 Troy Highway
Montgomery, Alabama
36116-2699
Telephone: (205) 288-1080
FAX: (205) 284-9357

29. **Reid State Technical College**
Dr. Ulysses McBride, President
Post Office Box 588
Evergreen, Alabama
36401
Telephone: (205) 578-1313
ATTNet: 220-2719
FAX: (205) 578-5355

30. **Sparks State Technical College**
Dr. Linda Young, President
Post Office Drawer 580
Eufaula, Alabama
36072-0580
Telephone: (205) 687-3543
FAX: (205) 687-0255

31. **Trenholm State Technical College**
Dr. Thad McClammy, President
Post Office Box 9039
Montgomery, Alabama
36108
Telephone: (205) 832-9000
ATTNet: 233-0111
FAX: (205) 832-9777

STATEWIDE MOBILE INDUSTRIAL TRAINING

32. **Alabama Industrial Development Training Institute**
Mr. Edwin Castle, Director
One Technology Court
Montgomery, Alabama
36116-3200
Telephone: (205) 242-4158
ATTNet: 220-4158
FAX: (205) 288-7437

SENIOR COLLEGE

33. **Athens State College**
Dr. Jerry Bartlett, President
300 North Beaty Street
Athens, Alabama 35611
Telephone: (205) 233-8200
or 1-800-522-0272
ATTNet: 421-1204
FAX: (205) 233-8164